

**SAINTGITS COLLEGE OF ENGINEERING
(AUTONOMOUS)
KOTTAYAM**



**INSTITUTIONAL DEVELOPMENT PLAN (IDP)
2024-29**

Table of Contents

TITLE	PAGE NO.
Institution Profile – Saintgits College of Engineering (Autonomous)	03
Vision and Mission	05
Self-Assessment for Need Analysis	05
Financial Reports	17
SWOT Analysis	18
Goals	21
Relation of Goals to the UN Sustainable Development Goals (SDGs)	23
Detailed description of Goals	25
Year wise Activity Plan (description of milestones and activities)	29
Implementation Plan	47

Institution Profile

Saintgits College of Engineering (Autonomous)

Saintgits College of Engineering, located in the picturesque town of Kottayam, Kerala, stands as a beacon of excellence in technical education. Established in 2002, this autonomous institution has consistently strived for innovation and quality in education, making it a revered name in the field of engineering and technology.

Academic Excellence:

Saintgits College of Engineering has earned a reputation for academic excellence and innovation. The institution offers a wide range of undergraduate, postgraduate, and doctoral programs in various branches of engineering and technology. These programs are designed to empower students with a strong foundation in technical knowledge while nurturing creativity and problem-solving skills. The curriculum is regularly updated to keep pace with the dynamic nature of technology, ensuring that students are well-prepared for the challenges of the modern world.

Autonomous Status:

One of the key distinctions of Saintgits College of Engineering is its autonomous status. The institution was granted autonomy by the University Grants Commission (UGC) and the All India Council for Technical Education (AICTE). This autonomy provides the college with the flexibility to design its own curriculum, conduct examinations, and implement innovative teaching and evaluation methods. This autonomy enables the institution to provide a learning experience that is constantly evolving and adapting to the demands of the industry.

State-of-the-Art Infrastructure:

Saintgits College of Engineering boasts state-of-the-art infrastructure, featuring well-equipped laboratories, modern classrooms, and a well-stocked library. The campus is Wi-Fi enabled, ensuring that students have access to a wealth of online resources. The institution also houses research centers and innovation labs where students can explore emerging technologies and engage in cutting-edge research projects.

Distinguished Faculty:

The college is home to a dedicated and experienced faculty who are experts in their respective fields. They not only impart knowledge but also mentor and guide students in their academic and career pursuits. With a commitment to research and innovation, the faculty members regularly contribute to academic journals and participate in conferences, thus enriching the learning experience for students.

Industry Collaborations:

Saintgits College of Engineering has forged strong ties with the industry, providing students with numerous opportunities for internships, training, and placement. The institution's robust placement cell works tirelessly to connect students with renowned companies and organizations, ensuring that they have a smooth transition from academics to the professional world.

Research and Innovation:

The college places a strong emphasis on research and innovation. Students and faculty actively engage in research projects across various domains, fostering an environment of continuous learning and exploration. The institution encourages students to participate in national and international competitions and has a track record of winning accolades and awards.

Cultural and Extracurricular Activities:

Apart from academics, Saintgits College of Engineering promotes the holistic development of students. The campus is alive with a myriad of cultural and extracurricular activities. Students can participate in clubs, societies, and events that cater to their diverse interests, from music and dance to technical innovation and entrepreneurship.

Social Responsibility:

The institution takes its role in society seriously and actively engages in various social responsibility initiatives. Students are encouraged to participate in community service and outreach programs, fostering a sense of social consciousness and empathy.

Global Perspective:

Saintgits College of Engineering also embraces a global perspective. It encourages international collaborations and student exchange programs, enabling students to gain exposure to different cultures and academic environments.

In conclusion, Saintgits College of Engineering in Kottayam, Kerala, is a pioneering institution dedicated to nurturing future-ready engineers and technologists. With a commitment to academic excellence, innovation, and holistic development, it continues to produce graduates who are well-prepared to meet the challenges of the ever-evolving world of engineering and technology. The institution's autonomous status, world-class infrastructure, distinguished faculty, and industry connections make it a preferred choice for students seeking quality technical education.

Vision and Mission

Vision

To become a globally recognised dynamic institution fostering excellence in education, research and innovation leading to a sustainable and progressive society, while upholding a value system with trust and empowerment at all levels.

Mission

- Transform adults into professionals capable of augmenting positive change
- Inculcate confidence and commitment by ensuring holistic development
- Create an ecosystem that fosters advances in technology, research and innovation benefitting society

Self-Assessment for Need Analysis

1. Curriculum Excellence

Sl. No.	Description	
1	When the curriculum was updated last?	2024 (UG) 2021 (PG)
2	How frequently (time duration) the updating is done?	Yearly
3	Does the curriculum include A. Skill development B. Enhancing Employability C. Generating interest among students for learning higher courses D. Any other, Please Specify.	Yes
4	Placement (2022-23) 1. Percentage of students employed after completion of course 2. Percentage of Students progressing to Higher Studies	1. 85% 2. 30%

2. Pedagogical Excellence

Sl.No.	Description	
1	What are the teaching-learning systems currently followed in the institution? (for example, IT enabled learning, traditional method, Experiential method, Team Problem solving, etc)	Blend of different methods such as role play, group discussion, ICT enabled learning, Interactive method and many other innovative methods are used.
2	Whether practical orientation in relation to teaching- learning system is given to students?	Practical oriented teaching-learning system is followed in Science subjects, Geography and Psychology.
3	What are the pedagogical tools (Presentation, Demonstration, Field study, Survey, Role Play, Case Study, and Simulations etc.) used for teaching students?	All the pedagogical tools such as Presentation, Demonstration, Field study, Survey, Role Play, Case Study, and Simulations are used for teaching the students.
4	Does the institution conduct regular industry-academia interface? If yes, Mention the number during 2022-23.	As per UGC instructions every teaching department of the institute is having at least one industry representative in board of studies. During the year 2022-23 the number of academia interface was 10 in numbers.
5	What are the innovative teaching practices (like- smart classroom, conferencing, etc) are adopted in the institutes?	Smart class rooms, Seminars and Conferences are used frequently for innovative teaching practices.
6	a. Does the Institute have the practice of collecting feedback from students?	Yes
	b. Does the institute implement the suggestions from students' feedback for improving pedagogy?	Yes

3. Academic Administration

Sl.No.	Description	
1	Does the institute have academic calendar for the year?	Yes
2	Does it follow academic calendar strictly?	Yes
3	Does the institute have following systems:	Yes
	a. Mentoring system	Yes
	b. Proctorial system	Yes
	c. Tutorial system	Yes

	d. Counseling system	Yes
4	Whether detailed lesson plans are given to students?	No (only teaching plan given to students)
5	If yes, Is the lesson plan followed strictly?	NA
6	What type of monitoring system is followed for completing course within set timeframe?	To ensure the completion of courses, regular meetings and monitoring is done by the concerned HODs of the department.
7	What type (monthly, quarterly, biannually, annually) of attendance management system is followed in the institute?	Daily attendance system is followed, attendance provided on student's login
8	What type of feedback system is used for appraising the performance of faculty members? a. 360 degree b. Students' feedback c. Self-appraisal d. CCR	a. Yes b. Yes c. Yes d. YEs
9	Is the rating communicated to teachers for improvement?	Yes

4. Examination Reforms

Sl.No.	Description	
1	What type of examination pattern followed in the institution? a. Annual b. Semester c. Any other, Please specify	Semester
2	What is the question patterns followed for examinations? a. Objective b. Subjective c. Any other, Please specify	Subjective
3	Whether practical examinations are integrated with the examination system?	Yes
4	Whether Case study/ presentation are part of the examination system?	Yes
5	What types of reforms are required in the present examination system?	Examinations should be such as to test the students pragmatic knowledge rather than their memory and theoretical.
6.	Is the examination system a continuous one? If yes, Please mention in detail	Yes, Monthly test, presentation, assignment and semester end examination are in practice (50% weightage for internal and 50% for external evaluation)

7.	Is the evaluation system computerised?	Yes
8.	What is the days' gap between completion of examination and publication of result?	20
9.	Should the gap be reduced?	No
10.	If Yes, Please suggest how?	NA

5. Infrastructural Development & Maintenance

Sl.No.	Description	
1	What type of expansion work is required for existing infrastructure?	The institute is proposing for the development a central research lab. It will require an additional building space with specific requirements to cater to the needs of all the science departments.
2	What type of modernisation/renovation works are needed for existing infrastructure? (viz. Laboratories, Library, Networking, Smart classrooms)	Institute is having science laboratories and a central library but they need to be modernized in order to keep abreast with the state of art developments. At the same time the institute requires a structured networking for providing digital and fast communication solutions to all the stake holders. Though the institute is having a limited number of smart class rooms but it is envisaged to convert all the class rooms in the smart class rooms.
3	Whether creation of a laboratory / centralized computing / instrumentation facility is required?	Yes
4	What type of infrastructural development work required for non-academic area for the institution (hostels, parks, residence, sports complex, gym, dispensaries, toilets, cycle stand, girls' common room, etc.)	<ol style="list-style-type: none"> 1. Director as well as faculty residences are proposed to be constructed. 2. Covered parking for faculty as well as students is required. 3. Institute proposed to develop a well-equipped dispensary for the sake of students and staff. 4. The institution plans to develop a comprehensive sports complex to enhance physical education and recreational opportunities for students and staff. This facility will include various indoor and outdoor sports amenities, catering to diverse athletic interests and promoting a healthy and active campus

		lifestyle.
5	What type of infrastructural development work is needed for making them accessible for differently-abled students?	There is a need of atleast six more ramps and path ways for differently-abled students.
6	Does the institute maintain the academic and non-academic infrastructure areas?	Yes
7	What are the monitoring mechanisms followed for maintenances?	The institute has hired the services of a retired experienced engineer who looks after the daily maintenance of the premises.

6. Collaboration / Partnering with Knowledge and skill Hubs

Sl. No.	Description	
1	What steps have been taken by the institute to enrich the intellectual Capitals	Through the establishment of Memoranda of Understanding (MOUs) with esteemed institutions and the invitation of distinguished scholars to deliver lectures.
2	What steps have been taken to acquire best and improved administrative and technical acumen for the institution?	The institution is recruiting proficient and seasoned individuals for administrative and technical roles, including positions such as ICT In-Charge, Web Administrator, and Hardware Technician. Additionally, there is an appointed head for the vocational cell within the institution.
3	What type of institutional/departmental collaborations the institution has with others?	There are collaborations with other institutes for academic, extra-curricular and research activities.
4	Does the institution have Faculty Exchange Programme (National & International)?	Institution have Faculty Exchange Programmes at state level, National level exchange of faculty is being taken up as an initiative.
5	Does the institution have student exchange programme (National & International)?	Institution has Students Exchange Programme at state level, National level and International level. Exchange of Students is being taken up as an initiative.

7. Effective institutional governance

Sl.No.	Description	
1	Does the institution have duly constituted governing body? a. If yes, has it been approved? b. How frequently the Governing body meets?	a. Yes, it is an approved body b. Twice a year
2	Does the institution have E-Governance project (ERP & MIS) implemented?	In progress
3	How record keeping and data management is done in the institute?	Record keeping and data management of students is done in the institute through institute's IT portal and Examination cell by using DBMS packages like SQL and MS-Access. Regular updates of all other records related to establishment, accounts etc. are maintained and updated by office on MS-Excel and Tally.
4	What type of library management system is there in the institute?	SOUL 2.0 provided by INFLIBNET
5	What type of financial management and accounting system is followed in the institute?	Government cashbook system and tally accounting and periodical local body audit for local fund and govt. audit for govt. fund.
6	Does the institute have its own active website?	Yes, updated frequently

8. Stakeholders involvement

Sl. No.	Description	
1	Does the institute have any mechanism of participatory management in academic, administrative and financial affairs by involving teachers and staff?	Yes, to maintain academic, administrative and financial affairs, the institute has a well-established participatory management mechanism. Being an autonomous institute, it has IQAC, staff council, academic council, executive council and general body. Teachers are involved in the above committee of the institute responsible for annual planning

		of academic, administrative and financial affairs and their implementation.
2	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Parents?	Parents are regularly invited for suggestions and feedback regarding academic as well as administrative affairs in PTA meetings.
3	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Alumni?	Registration facility of Alumni is available on college portal and serves as link between the institute and Alumni.
4	Does the institute have any mechanism for enhancing participatory management in academic, administrative and financial affairs by involving Students?	Students are involved in academic and administrative affairs through participation in various committees and through different schemes.
5	Does the institute have any plan for enhancing participatory management in academic, administrative and financial affairs by involving local authorities?	Participation of local authorities in academic, administrative and financial affairs is ensured through their nomination in general council, IQAC etc.

9. Creating Institutional Brand Image

Sl.No.	Description	
1	What steps taken by the institute for building brand image?	Institute has been working very sincerely right from its inception to develop its brand image by virtue of its regular publications and dedicated web portal. Also via brand ambassadors, newspaper ads, and social marketing. All the UG courses offered by the institute are Honours courses which make it unique in its own type.
2	Has the institute adopted any innovative practices to build the institutional brand image?	The institute has adopted an innovative evaluation system comprising of (1) Integration of E-learning platforms (2) Assignment and presentation (3) Hosting National Level Technical Events (4) Universal Human Values (UHV) Integration
3	Does the institute have any centre of excellence?	Yes

4	What steps are adopted for promoting the institute as Centre of Excellence in future?	Honours courses, semester system, placement cell, cultural and sports activities, social services, continuous evaluation system, seminars, conferences, workshops, students feedback and continuous monitoring system and implementation of suggestions through IQAC are some of the several measures taken by the institute for promoting research labs, joint collaborations and interdisciplinary research.
5	Whether multi-disciplinary approach is followed to build and nurture effective brand image?	Yes

10. Research and Development

Sl.No.	Description	
1	What are the research initiatives taken by the institute?	Various teaching departments of the institute are encouraged to organize Seminars /Conferences/Workshops in order to keep the faculty members abreast with the latest developments of their respective subjects.
2	Have the institute identified the thrust areas for research work in the institutes? If yes, Please mention the areas	A large number of faculty members of the institute are registered Ph.D. supervisors of APJAKTU/MG University. Faculties are doing research in their respective areas. To create research groups for collaborative research.
3	How does the institute facilitate the project funding, from sources like: (UGC/AICTE/ICSSR/CSIR/DBT/DST etc.)	Through seminars, webinars and workshops on research proposal writing
4	Has the institute handled Inter disciplinary project?	Yes
5	Has the institute worked on student research project?	UG, PG and Ph.D students are encouraged to prepare small research projects under the guidance of faculty members.
	Has the institute measured the growth in research and development through participation and contributions in International/ National Conferences,	The details of participation and contributions of faculties in International/ National Conferences, Seminars, Symposiums, Workshops are collected and



6	Seminars, Symposiums, Workshops, and initiation of academic exchange programs? If yes, give details.	analyzed by the IQAC every year. Further, the faculty members prepare and submit details related to Academic Performance Indicator (API) as a part of their ACR. Such ACRs are meticulously checked and the credits are given to the teachers accordingly.
7	What type of facilities and incentives are provided to faculty members to manage the research work after getting the funding?	Faculty members are promoted to make vigorous use of the IT infrastructure, library and other infrastructural facilities of the institute after getting the research funding.

11. Social Outreach Programmes

Sl.No.	Description	
1	What are social outreach activities the institute is involved with? Provide details.	Organizing blood donation camps, literacy program, social awareness program, social economic survey, voters awareness, woman empowerment, Swachata Abhiyan, Health camp, voluntary contribution of labour, plantation, teaching to slum dwellers children by NSS volunteers
2	Does the students participate in sports activities (State/National/International)? Provide details.	Yes, National Level
3	Does the students involve with organisations like NSS/NCC/Red Cross?	Yes, students are involved with organisations through NSS.
4	Are the students given training on self-defence, Yoga & Meditation to augment their physical and mental fitness?	<ul style="list-style-type: none"> • Daily practice of Yoga & Meditation is a regular feature of the institute. • Weekly visit by lady doctors for hostel inmates.
5	Socially relevant projects	Yes
6	Implementation of SDG's	Yes

12. Monitoring and Evaluation

Sl.No.	Description	
1	Does the present administration, academic and financial system need monitoring and development for flawless implementation?	No
2	Does the institute have IQAC cell? If yes, State the major functions of the cell.	Yes <ul style="list-style-type: none"> To organize meetings of IQAC To prepare AQAR To collect feedback from students staff and parents and analyse the feedback for academic upliftment Formulation of short term/long term plans of the institute To conduct audits
3	Give details of meetings held by IQAC for last 3 years.	Regular meetings of IQAC are held in institute on a monthly basis with the department members. Quarterly meetings are held by involving all the IQAC members.
4	Does the institute conduct the followings: a. Academic Audit b. Energy Audit c. Green Audit d. Financial Audit e. Administrative Audit	Yes
5	Mention the audits last done:	Academic audit conducted by the affiliating university
6	What type of decision mechanism adopted by the institute(Centralised/Decentralised)	At our institute, we follow a decentralized decision-making mechanism, where authority is delegated to various departments, committees, and coordinators to ensure quicker and more effective decision-making. This approach fosters innovation, accountability, and active participation, enabling tailored solutions and a sense of ownership among all stakeholders.

13. Employment

Sl.No.	Description	
1	What are the most important industries in the geographical area of the institute?	Automobile, Engineering, food processing, Electrical, IT
2	Which industries employ the most college graduates?	Automobile, food processing, IT
3	Which industries provide the best jobs?	Automobile, Engineering, IT
4	Please give similar details with respect to self-employment (agriculture/manufacturing/services sectors) a. Currently, what jobs are most available in the area? b. What skills do these jobs require? c. Please give similar details with respect to self-employment (agriculture/manufacturing/servicesectors)	Traveling agency, Bakery, Restaurant, Coaching centres, online services a. Engineering, food processing and BPO b. Communication skills, soft skill and technical skills c. Communication skills, soft skills and technical skills
5	a. What jobs are seeing growth in the area? b. What will be the jobs of the future? c. Please give similar details with respect to self-employment (agriculture/manufacturing/services sectors)	a. Banking, trainers and coaching institutes b. Organic farming, advertising, e-publication, handy crafts c. Floriculture and organic farming
6	a. What specific skills or attributes are local employers seeking in their employees? b. What skills do they need, but do not get in local hire? c. For self-employment, besides skills, what are the other constraints that youth may face? d. What kind of support do they need?	a. Computer skill, soft skill and communication skill b. Computer skill c. Lack of motivation, awareness, lengthy procedures d. Motivational seminar and camps, easy and transparent procedure

14. Supporting Students from Disadvantaged Backgrounds

Sl. No.	Describe the particular needs of your female, and Scheduled Caste/Tribe/Other Backward Caste students by answering the following questions:	
1	a. What academic programs are female students currently enrolling in? b. What academic programs are seeing growth in female enrolment?	a. Female students currently enrolling in all UG, PG and Ph.D programmes b. UG programmes
2	What are the employment outcomes for female students after passing out of the institution?	After passing out of the institution, most of the female students join Government and Private sector Banks, Schools and other Corporate sectors. Few of the students also join other services like NGO's.



3	What is the academic/skill training support that female students may need for improving employability?	For improving employability of female students there is a need of specific computer skills, soft skill training, Personality development training, Accounting software training and other subject related specific training.
4	a. What academic programs are Scheduled Caste/Tribe students currently enrolling in? b. What academic programs are seeing growth in Scheduled Caste/Tribe enrolment?	a. Scheduled Caste/Tribe students are currently enrolling in all courses like UG, PG, Ph.D b. All UG, PG and Ph.D programmes
5	What are the employment outcomes for Scheduled Caste/Tribe after passing out of the institution?	The employment outcomes for Scheduled Caste/Tribe after passing out of the institution - they join government/private schools, Banking Services and other corporate & Govt. Services.
6	What is the academic/skill training support that SC/ST students may need for improving employability?	For improving employability of SC/ST students there is a need to improve their soft skills, computer skills, personality development, remedial classes, industrial visits and excursion etc.
7	a. What academic programs are differently-abled students currently enrolling in? b. What academic programs are differently-abled students seeing growth in enrolment?	a. NIL b. NA
8	What is the academic/skill training support that differently-abled students may need for improving employability?	For improving employability of differently-abled students there is a need of soft skills training, Specific software based computer training, training for using Braille Script, training for competitive examinations and Audio-video support for better learning.

Financial Reports
Saintgits College of Engineering (Autonomous)

A. Total Income (in lakhs)				
Sl No.	Category/Head	FY 2022/2023	FY 2021/2022	FY 2020/2021
		(actual)	(actual)	(actual)
Grants: National				
1	UGC	0	0	0
2	Distance Education Council	0	0	0
3	Other Central Govt. Departments	0	0	0
Other Grants				
4	Grants received from state government	0	0	0
5	Grants received from local bodies	0	0	0
6	Donation	0	0	0
7	Tuition fees	3779.57	3433.90	3233.90
8	Other fees	814.77	457.76	357.76
9	Interests	3.22	3.30	2.30
10	Sale of Application forms	0	1.33	0.80
11	Other	0	51.12	48.12

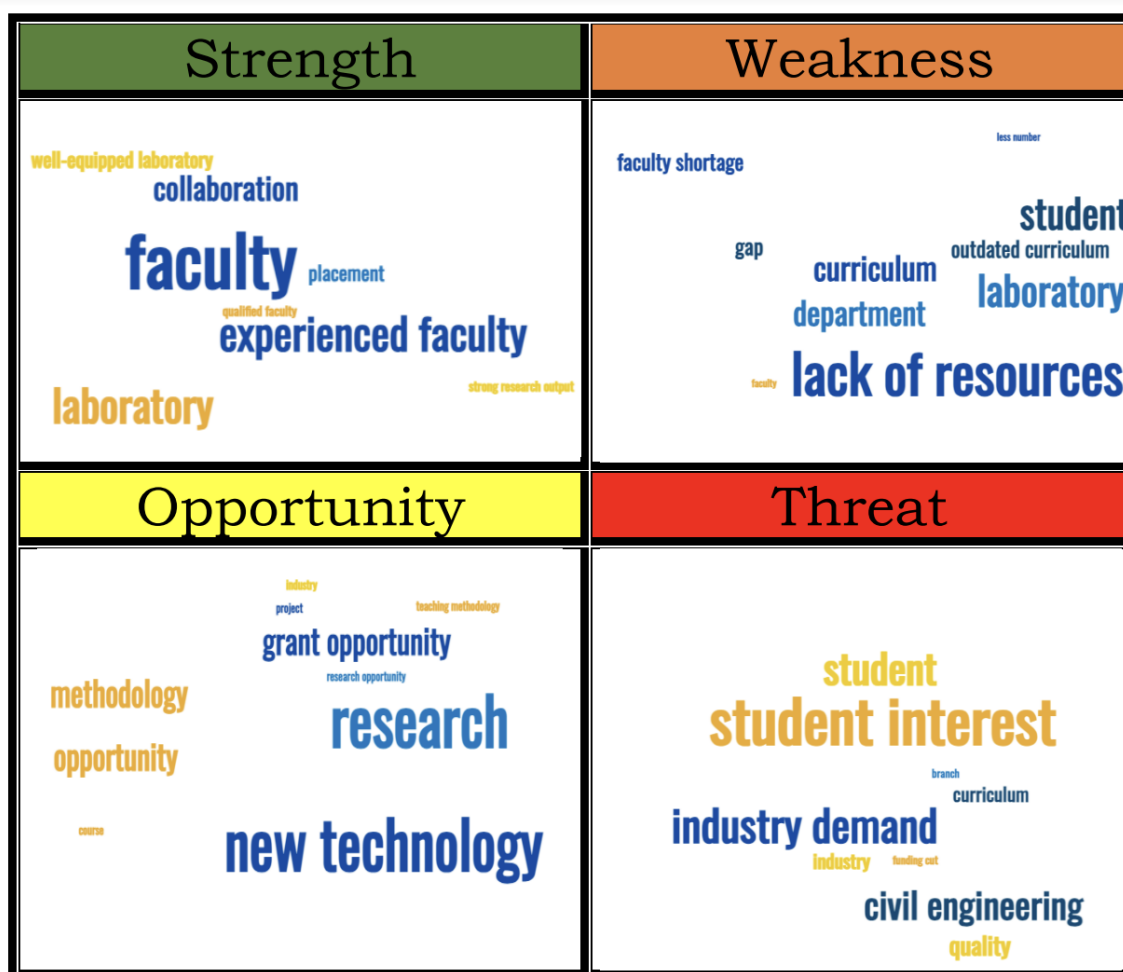
B. Total Expenditure (in lakhs)				
Sl No.	Category/Head	FY 2022/2023	FY 2021/2022	FY 2020/2021
		(actual)	(actual)	(actual)
1	Salary, Allowance and Retirement benefits	2314.48	1740.91	1540.91
2	Buildings (Construction and Maintenance)	200.56	719.09	519.09
3	Library and Laboratory	283.66	264.32	244.32
4	Scholarships	402.78	441.90	401.90
5	Grants to College	0	0	0
6	R & D	18.28	100.86	65.86



8	Other Expenses	252.68	109.31	89.31
9	Accounts (Audit) Status, whether audited? (Yes/No) If yes, by Local Fund/ CA	Yes	Yes	Yes

SWOT Analysis

An NLP based SWOT analysis is conducted on the data and a relevance-based SWOT plot is created.



Pillars of Excellence in Developing Saintgits College of Engineering

Saintgits College of Engineering has established itself as a leading institution by focusing on several key pillars of excellence that continue to shape its journey toward academic and institutional prominence. These pillars are critical to the development and sustained success of the institution.

1. Quality Education and Academic Rigor

One of the primary pillars of excellence at Saintgits is its unwavering commitment to delivering high-quality education through a rigorous academic curriculum. By consistently revising and updating its programs to align with industry demands and global trends, Saintgits ensures that students receive a comprehensive education that combines theoretical knowledge with practical applications. The college has embraced autonomy as an opportunity to craft courses that cater to emerging technologies and industry requirements, equipping students with the skills needed to succeed in today's competitive world.

2. Research and Innovation

Research and innovation form the cornerstone of Saintgits' developmental strategy. The institution actively fosters a research culture by encouraging faculty and students to engage in cutting-edge research across various fields of engineering. Through collaborations with industry and academia, the college provides numerous opportunities for its faculty and students to pursue innovative projects, leading to high-impact publications, patents, and industrial solutions. Research centers, dedicated labs, and funded projects further support this growth.

3. Industry Collaboration and Skill Development

Saintgits College of Engineering has strategically aligned itself with industry leaders, facilitating strong industry-academia collaboration. The institution offers skill development programs, internships, and workshops that bridge the gap between academic knowledge and practical industry experience. Collaborations with leading companies and institutions ensure that students are not only industry-ready but also capable of contributing to real-world technological advancements. This focus on skill development is further amplified through the establishment of various Centers of Excellence and Incubation Centers that nurture entrepreneurial talent.

4. Infrastructure and Learning Resources

State-of-the-art infrastructure is another pillar supporting the college's development. Saintgits provides a conducive learning environment with well-equipped laboratories, modern classrooms, and robust digital resources. The college's investments in smart classrooms, advanced simulation software, and e-learning platforms have helped elevate the learning experience and allowed for the integration of technology in education. The continuous upgrading of infrastructure, coupled with a strong library system and online resources, positions the college as a forward-looking institution.

5. Holistic Student Development

Saintgits places a strong emphasis on the holistic development of its students. This is achieved through a range of extracurricular activities, student clubs, leadership training programs, and community outreach initiatives. The college believes that education extends beyond academics, and

thus, focuses on the physical, emotional, and social well-being of students. Various soft skills training programs, sports facilities, and mentoring initiatives ensure that students graduate as well-rounded individuals equipped to face the challenges of the professional world.

6. Commitment to Accreditation and Quality Assurance

As a testament to its commitment to excellence, Saintgits College of Engineering consistently adheres to stringent quality assurance measures. The college has undergone NBA accreditation and is committed to further enhancing its academic and administrative processes through NAAC accreditation and QS I-GAUGE rating initiatives. Continuous improvement, driven by feedback from stakeholders and a structured quality management system, ensures that the institution remains aligned with national and international standards.

7. Global Exposure and Internationalization

Recognizing the importance of global exposure in today's interconnected world, Saintgits actively promotes international collaborations. By participating in exchange programs, international conferences, and global partnerships, the institution broadens the horizons of its students and faculty, ensuring they gain insights into global trends and practices. This international outlook strengthens the college's position as a globally competitive institution.

The development of Saintgits College of Engineering is anchored in these core pillars of excellence. By focusing on quality education, research and innovation, industry collaboration, infrastructure, student development, quality assurance, and internationalization, the institution continues to grow as a leading engineering college in India, providing its students with the foundation for success in the global landscape.

Goals and sub-goals for the next 5 years

1. Excellence in Governance & Leadership – SDG 16 (**Fostering a culture of excellence in governance and leadership, promoting accountability, innovation, and ethical practices**)
 - a. Quality Standards
 - i. NAAC Accreditation
 - ii. NBA accreditation by all eligible departments and Improvement of score in accredited programmes
 - iii. QS/THE Ranking
 - b. Governance
 - i. Active governing body consisting of eminent academicians and industrialists
 - ii. Qualified and experienced officers for administrative and academic administration
 - iii. Formulation of administrative policies and guidelines and ensuring the transparency and ownership of these policies by all members.
 - iv. Proper Financial management system by implementing appropriate internal and external controlling mechanism
 - v. Implementing Unitary Status
 - c. Leadership
 - i. Proper succession planning and career advancement schemes to enable smooth transitions in leadership
 - ii. Training
 - iii. Performance Appraisal
2. Diversity, Equity and Inclusion in Education – SDG 4, 5 (**Creating a learning environment that prioritizes inclusion and equity in education**)
 - a. Inclusion
 - i. Admission and support for PWS/ EWS students
 - ii. Support for PWS/EWS staff
 - b. Diversity
 - i. Students diversity
 1. Gender ratio
 2. Students from different regions/states
 - ii. Faculty diversity
 1. Gender ratio
 2. Faculty from Different geographies
 - iii. Administrative staff
 1. Gender ratio
 - c. Alumni Involvement
3. Enhancing Academic Excellence – SDG 4, 8 (**Relentlessly pursuing enhanced academic excellence**)
 - a. Improved pedagogy
 - i. MOOC

- ii. Innovative practices
 - b. Activities to improve students' skill, and aptitude
 - c. Usage of AI tools
 - d. Implementation of NEP
 - i. Degree programmes with multiple entry and exist
 - e. Academic Bank of Credits
 - f. Online courses and programmes
 - g. Indian Knowledge system
 - h. Academic Results
 - i. Pass percentage of students
 - i. Employment of students
 - i. Internships
 - ii. Placement & Higher studies
 - j. Examination reforms
- 4. **Research & Development – SDG 9, 17 (Aiming for innovation and knowledge creation through a strategic focus on research & development)**
 - a. Research
 - i. Publications
 - ii. Patents
 - iii. MoUs
 - iv. Funded projects
 - v. Doctoral students
 - vi. Translational Research
 - vii. Multidisciplinary Research
 - b. Institutional development
 - i. International Relations
 - 1. Establishment of Centre for International Tie-ups to improve global linkage
 - a. Students exchange
 - b. Faculty exchange
 - c. Collaboration with International Universities
 - c. Innovation & Entrepreneurship
 - i. Startups
 - ii. Consultancy
- 5. **Infrastructure – SDG 4, 9 (Ecosystem that supports the continual improvement of physical and technological infrastructure)**
 - a. Intellectual Infrastructure
 - i. Faculty student ratio
 - ii. Percentage of faculty with PhD
 - iii. International faculty/ faculty with International Exposure
 - iv. Faculty Recognition and Reward
 - b. Library infrastructure
 - i. Databases, journals, usage.
 - c. Digitalisation of Campus
 - i. IT infrastructure
 - ii. Implementation of AI Tools

- d. Physical Infrastructure
 - i. Class rooms & seminar halls
 - ii. Labs & workshops
 - iii. Hostel
 - iv. Staff quarters
 - v. Sports and Games
- 6. Identify innovative revenue streams to bolster financial sustainability – SDG 8
 - a. Market Research and analysis
 - b. Developing new programs and services
 - c. Marketing and promotion

Relation of Goals to the UN Sustainable Development Goals (SDGs)

1. Excellence in Governance & Leadership

Primary SDG Alignment:

- **SDG 16:** Peace, Justice, and Strong Institutions

Explanation:

This goal aligns with SDG 16 as it focuses on fostering effective, accountable, and transparent institutions. By ensuring quality standards, governance, and leadership development, the institute promotes ethical practices, innovation, and accountability.

2. Diversity, Equity, and Inclusion in Education

Primary SDG Alignment:

- **SDG 4:** Quality Education
- **SDG 5:** Gender Equality

Explanation:

This goal directly supports SDG 4 by promoting equitable access to quality education for all, including marginalized communities (PWS/EWS). It aligns with SDG 5 by advocating for gender balance and diversity in students, faculty, and staff.

3. Enhancing Academic Excellence

Primary SDG Alignment:

- **SDG 4:** Quality Education
- **SDG 8:** Decent Work and Economic Growth

Explanation:

This goal promotes SDG 4 by improving pedagogy, skill-building, and innovative teaching methods. It also aligns with SDG 8 by enhancing employability through internships, placements, and higher studies, thus contributing to economic growth.

4. Research & Development

Primary SDG Alignment:

- **SDG 9:** Industry, Innovation, and Infrastructure
- **SDG 17:** Partnerships for the Goals

Explanation:

The focus on innovation, patents, and multidisciplinary research supports SDG 9 by fostering resilient and sustainable infrastructure. Establishing global collaborations and MoUs aligns with SDG 17, promoting international partnerships for knowledge sharing.

5. Infrastructure

Primary SDG Alignment:

- **SDG 9:** Industry, Innovation, and Infrastructure
- **SDG 4:** Quality Education

Explanation:

Enhancing physical and digital infrastructure supports SDG 9 by promoting technological advancement and innovation. Intellectual infrastructure, such as improved faculty-student ratios and modern labs, directly supports SDG 4.

6. Financial Sustainability

Primary SDG Alignment:

- **SDG 8:** Decent Work and Economic Growth

Explanation:

This goal aligns with SDG 8 as it emphasizes market research, developing new programs, and identifying revenue streams, contributing to economic stability and growth for the institution.

Summary of SDG Alignments

Goal	Primary SDGs
Excellence in Governance & Leadership	SDG 16: Peace, Justice, and Strong Institutions
Diversity, Equity, and Inclusion in Education	SDG 4: Quality Education, SDG 5: Gender Equality
Enhancing Academic Excellence	SDG 4: Quality Education, SDG 8: Decent Work and Economic Growth
Research & Development	SDG 9: Industry, Innovation, and Infrastructure, SDG 17: Partnerships for the Goals
Infrastructure	SDG 9: Industry, Innovation, and Infrastructure, SDG 4: Quality Education
Financial Sustainability	SDG 8: Decent Work and Economic Growth

This alignment highlights the institute's commitment to sustainable development and its contributions to global goals.

Detailed description of goals

Goal 1: Excellence in Governance & Leadership
<p>Description: Excellence in Governance & Leadership is a comprehensive goal that encapsulates a commitment to establishing and upholding the highest standards of governance practices and effective leadership within an organization. This objective emphasizes the importance of transparent decision-making processes, where clarity, openness, and communication are paramount. The goal further advocates for effective risk management, encouraging organizations to identify potential risks, develop mitigation strategies, and ensure resilience in the face of challenges.</p>
Milestones (Sub-goals)
<ul style="list-style-type: none"> Quality Standards Governance Leadership

Why do you think this goal is achievable?

The goal "Excellence in Governance & Leadership" is achievable primarily because it provides a clear and actionable framework for organizations to follow, offering well-defined objectives and guidelines. Drawing from successful models and best practices, organizations can leverage proven strategies to enhance their governance and leadership practices. The emphasis on a culture of continuous improvement underscores a commitment to ongoing learning and adaptation, ensuring that entities can evolve and excel over time. The goal acknowledges the strength derived from inclusivity and diverse perspectives, recognizing the positive impact on decision-making and organizational success.

Goal 2: Diversity, Equity and Inclusion in Education

Description: Engineering profession demands a lot of problem solving and critical thinking skills for solving socio-scientific problems. It is important to ensure that all teaching, learning and works done on engineering programmes should be safe, sustainable, equitable and inclusive, focussing on the UN's Sustainable Development Goal (SGD) 5: Gender Equality

Milestones (Sub-goals)

- (1) Enhancing the leadership quality in women students and faculty
- (2) Introducing new career advancement schemes for female faculty
- (3) Enhancing Diversity through Inclusive Recruitment and Development Programs for Faculty and Students

Why do you think this goal is achievable?

We currently have a few schemes to make the learning and work environment gender friendly. It can be extended through various activities of the women cell.

Goal 3: Enhancing Academic Excellence

Description: The goal of "Enhancing Academic Excellence" in our institutional development plan centers on elevating the quality of education and scholarly pursuits. This involves implementing strategies to improve curriculum design, faculty development, and student engagement. By fostering a culture of continuous learning, promoting research initiatives, and investing in advanced teaching methodologies, the goal aims to position our institution as a leader in academic innovation. Through comprehensive assessment mechanisms and targeted improvements, we aspire to ensure that our academic programs consistently meet or exceed the highest standards, preparing students for success in their chosen fields.

Milestones (Sub-goals)
<ul style="list-style-type: none"> • Improved pedagogy • Activities to improve students' skill and aptitude • Implementation of NEP • Academic Bank of Credits • Online courses and programmes • Indian Knowledge system • Academic Results • Employment of students • Examination Reforms
Why do you think this goal is achievable?
<p>This goal is attainable through our commitment to ongoing assessment and adaptation. By strategically investing in faculty development, innovative teaching practices, and research support, we create an environment conducive to academic excellence. The institution's track record of adapting to evolving educational landscapes, coupled with a dedicated focus on student outcomes, instills confidence that this goal is achievable. Additionally, fostering a collaborative culture and leveraging technology for enhanced learning further positions us to meet and exceed the benchmarks set for academic excellence.</p>

Goal 4: Research and Development
<p>Description: Saintgits College of Engineering becomes an eminent and internationally acclaimed academic institution for research, by combining teaching and research, to attain the top position among engineering colleges in Kerala, by the year 2028 by nurturing a vibrant ecosystem, encouraging a rich research culture, expanding the research outcomes, and establishing advanced research facilities, to support applied, multidisciplinary research that addresses real-world challenges through strategic partnerships with top ranking academic and research institutions, and industry, both in India and abroad.</p>
Milestones (Sub-goals)
<ul style="list-style-type: none"> • Higher number of quality publications per faculty (2 per faculty/ year) • Higher number of patent applications (100) • 3 MoUs with academic/research institution/industry/ per Dept. per year • Secure more research grants (2 Crore /Dept. in next 5 years) • Full time Ph.D. admissions with fellowship (10 /year) • Industrial consultancy (3 projects /year/ Dept.) • One national or international conference/seminar/workshop per year. Conference proceedings to be published in SCI or SCOPUS indexed journal.
Why do you think this goal is achievable?
<p>The goal of positioning Saintgits College of Engineering as an eminent and internationally acclaimed academic institution for research, securing the top position among engineering colleges in Kerala by 2028, is highly achievable due to several key factors. The institution already</p>

boasts a strong academic foundation, providing a solid base for the integration of teaching and research. The commitment to nurturing a vibrant ecosystem and fostering a rich research culture is evident, creating an environment conducive to innovation and collaboration. The establishment of advanced research facilities underscores the institution's dedication to providing the necessary infrastructure for cutting-edge research. Furthermore, the emphasis on expanding research outcomes and supporting applied, multidisciplinary research reflects a forward-thinking approach that addresses real-world challenges. The strategic focus on forming partnerships with top-ranking academic and research institutions, as well as industry leaders, both within India and internationally, adds a collaborative dimension that enhances the institution's global standing. With a well-defined timeline and strategic planning, Saintgits is poised to achieve this ambitious goal and emerge as a beacon of excellence in the field of engineering education and research.

Goal 5: Infrastructure

Description: The infrastructure goal within the Institutional Development Plan aims to enhance and modernize physical facilities and technological resources, fostering a conducive environment for academic, research, and administrative activities. This involves strategic investments in state-of-the-art laboratories, classrooms, libraries, and IT infrastructure, aligning with the institution's vision for excellence and innovation. The goal seeks to create a dynamic and sustainable infrastructure that supports the diverse needs of faculty, students, and staff, ultimately contributing to the overall growth and advancement of the institution.

Milestones (Sub-goals)

- Intellectual Infrastructure
- Library Infrastructure
- IT Infrastructure
- Physical Infrastructure

Why do you think this goal is achievable?

This goal is deemed achievable due to our comprehensive planning, resource allocation, and commitment to strategic investments. Our institution has a history of successful project execution, and with careful management and collaboration, we believe we can secure the necessary funding and implement the infrastructure developments outlined in the plan. Additionally, our proactive approach to staying abreast of technological advancements and educational trends positions us well to realize this goal and provide a cutting-edge environment for our academic community.

Goal 6: Identify innovative revenue streams to bolster financial sustainability

Description: The goal of implementing innovative revenue streams for financial sustainability involves identifying, developing, and integrating new and diverse sources of income that go beyond traditional funding mechanisms. This goal aims to create a stable and resilient financial base that supports the organization's long-term operations and growth. By leveraging creativity, technology, market insights, and strategic partnerships, the organization seeks to mitigate

financial risks, enhance profitability, and sustain its mission in the face of changing economic conditions.

Milestones (Sub-goals)

- Market research and analysis
- Developing new programs and services
- Marketing and promotion

Why do you think this goal is achievable?

The goal of "Identifying innovative revenue streams to bolster financial sustainability" is achievable for Saintgits College of Engineering due to several key factors that leverage the institution's inherent strengths and opportunities. Saintgits has established relationships with industries, facilitating collaborations for sponsored research, consultancy services, and joint projects. Our robust alumni network can provide mentorship, and opportunities for partnerships. Engineering colleges can offer certificate programs, professional development courses, and online learning modules that attract non-traditional students and working professionals. Tailored training programs for industries can serve as a significant revenue source.

Year wise Activity Plan

Goal 1: Excellence in Governance & Leadership

Activities required to achieve the milestones			
S.No.	Description	Start Date	End Date
1	Accreditation process	01/07/2024	30/06/2029
2	Institution Policy	01/07/2024	30/06/2029
3	Training activities	01/07/2024	30/06/2029

Activity Wise Yearly Plan

1. Accreditation Process			
Year	Description	Start Date	End Date
2024-25	Accreditation Preparation <ul style="list-style-type: none"> • Identify accreditation bodies and requirements. • Form an accreditation committee. • Conduct a gap analysis to identify areas needing improvement. 	01/07/2024	30/06/2025
2024-25	Accreditation Submission of Chemical Engineering Department <ul style="list-style-type: none"> • Submit accreditation application. • Prepare for the accreditation visit. 	01/07/2024	30/06/2025
2025-29	Accreditation Evaluation <ul style="list-style-type: none"> • Address any issues raised during the accreditation visit. • Engage in continuous improvement based on 	01/07/2025	30/06/2029



	feedback.		
2025-29	Accreditation Renewal Planning • Plan for the renewal of accreditation. • Ensure ongoing compliance with accreditation standards.	01/07/2025	30/06/2029
2028-29	Accreditation Renewal Submission • Submit renewal application with required documentation. • Prepare for the accreditation renewal visit.	01/07/2024	30/06/2025

Persons responsible for conducting each activity
1. NBA Coordinator 2. NAAC Coordinator
Persons responsible for monitoring each activity & its timely completion
IQAC Coordinator

2. Institution Policy			
Year	Description	Start Date	End Date
2024-25	Policy Formulation • Assess current policies and identify gaps. • Form a policy formulation team. • Draft and implement key administrative policies.	01/07/2024	30/06/2025
2025-26	Policy Refinement • Gather feedback on implemented policies. • Refine policies based on feedback and evolving needs.	01/07/2025	30/06/2026
2026-27	Performance Appraisal System • Develop a robust performance appraisal system. • Train managers and staff on the new appraisal process.	01/07/2026	30/06/2027
2027-28	Continuous Training • Implement ongoing training programs for skill development. • Foster a culture of continuous learning.	01/07/2027	30/06/2028
2028-29	Institutional Governance Symposium • Organize a symposium on institutional governance. • Share best practices and lessons learned.	01/07/2028	30/06/2029

Persons responsible for conducting each activity
Vice Principal
Persons responsible for monitoring each activity & its timely completion
Principal

3. Training Activities			
Year	Description	Start Date	End Date
2024-25	Training Initiatives <ul style="list-style-type: none"> Identify training needs for staff and faculty. Develop a training calendar for the year. Conduct orientation programs and workshops. 	01/07/2024	30/06/2025
2025-26	Leadership Training <ul style="list-style-type: none"> Identify potential leaders within the institution. Provide leadership training programs. Establish mentorship programs for aspiring leaders. 	01/07/2025	30/06/2026
2028-29	Leadership Excellence Awards <ul style="list-style-type: none"> Introduce an awards program for outstanding leadership. Celebrate and recognize upcoming leaders in the institution. 	01/07/2028	30/06/2029

Persons responsible for conducting each activity
IQAC Coordinator
Persons responsible for monitoring each activity & its timely completion
Associate Director-Institution Development

Year wise Activity Plan

Goal 2: Diversity, Equity and Inclusion in Education

Sub Goal 1: Enhancing the leadership quality in women students and faculty

Activities required to achieve the milestones			
S.No.	Description	Start Date	End Date
1	Ensuring women leadership in all college activities	01/07/2024	30/06/2029
2	Introduction of free education schemes to higher studies like M.Tech, programmes to academically good girl students or differently abled.	01/07/2024	30/06/2029



Activity Wise Yearly Plan

1. Ensuring women leadership in all college activities			
Year	Description	Start Date	End Date
2024-25	Assess the current leadership quality in women faculty and students, using any qualitative methods in association with concerned external authorities	01/07/2024	30/06/2025
2025-26	Plan the activities for women through a women empowerment cell, and identify the risks involved.	01/07/2025	30/06/2026
2026-27	Identify leadership workshops and co-skill enhancement programmes	01/07/2026	30/06/2027
2027-28	Delegate 'leader position' in all activities in every departments	01/07/2027	30/06/2028
2028-29	Assess the quality improvements , and changes required.	01/07/2028	30/06/2029

Persons responsible for conducting each activity
Women Empowerment Cell - Convenor
Persons responsible for monitoring each activity & its timely completion
Internal Complaints Committee – Dean Academics

Activity Wise Yearly Plan

2. Introduction of free education schemes to higher studies like M.Tech programmes to academically good girl students.			
Year	Description	Start Date	End Date
2024-25	Identify academically excellent girl students for scholarships based on merit and socioeconomic criteria. Develop selection criteria and conduct awareness sessions across undergraduate programs.	01/07/2024	30/06/2025
2025-26	Allocate scholarships to the first batch of eligible students, covering full tuition fees for M.Tech, programs. Begin tracking academic performance and engagement.	01/07/2025	30/06/2026
2026-27	Expand the scheme to include additional benefits like stipends, research grants, and mentorship opportunities. Increase the number of scholarship recipients by 50%.	01/07/2026	30/06/2027

2027-28	Organize leadership and skills enhancement workshops specifically for scholarship recipients to prepare them for industry and academia. Involve industry partners for training and internships.	01/07/2027	30/06/2028
2028-29	Assess the impact of the free education scheme on academic performance, employability, and overall institutional goals. Collect feedback and refine the scheme for future cohorts.	01/07/2028	30/06/2029

Persons responsible for conducting each activity
Women Empowerment Cell - Convenor
Persons responsible for monitoring each activity & its timely completion
Internal Complaints Committee – Dean Academics

Year wise Activity Plan

Sub Goal 2: Introducing new career advancement schemes for female faculty

Activities required to achieve the milestones			
S.No.	Description	Start Date	End Date
1	Grade level upgradation of active women researchers and academicians, who lost work experience due to childcare (up to 6 months for a maximum of 2 children)	01/07/2024	30/06/2029

Activity Wise Yearly Plan

1. Grade level upgradation of active women researchers and academicians, who lost work experience due to childcare.

Year	Description	Start Date	End Date
2024-25	Identify eligible women researchers and academicians who have lost work experience due to childcare.	01/07/2024	30/06/2025

	Develop eligibility criteria and conduct outreach to ensure transparency in the selection process.		
2025-26	Design and implement re-skilling and training programs for these women, aimed at bridging the gap in research or teaching due to their absence. Collaborate with external training bodies and industry experts.	01/07/2025	30/06/2026
2026-27	Offer mentorship programs, guided research opportunities, and leadership roles to re-engage these women. Provide funding for research projects and career development plans.	01/07/2026	30/06/2027
2027-28	Begin the formal process of grade-level upgradation for those who have successfully completed retraining and demonstrated their ability to resume work responsibilities.	01/07/2027	30/06/2028
2028-29	Conduct an evaluation of the program's effectiveness in improving career trajectories for participating women. Collect feedback for future initiatives and institutionalize the program for sustainability.	01/07/2028	30/06/2029
2024-29	Grade upgradation considering work experience lost due to childcare (up to 6 months for a maximum of 2 children)	01/07/2024	30/06/2029

Persons responsible for conducting each activity

1. HoD of concerned department.
2. HR Department
3. Manger Office Administration

Persons responsible for monitoring each activity & its timely completion

Principal

Year wise Activity Plan

Sub Goal 3: Enhancing Diversity through Inclusive Recruitment and Development Programs for Faculty and Students

S.No.	Description	Start Date	End Date
1	Develop a strategic plan to recruit and retain a diverse group of faculty and students from various geographical and cultural backgrounds.	01/07/2024	30/06/2029

Activity Wise Yearly Plan

1. Strategic Recruitment and Development for Diversity			
Year	Description	Start Date	End Date
2024-25	Assess current diversity levels among faculty and students. Develop criteria for inclusive recruitment and admissions practices.	01/07/2024	30/06/2025
2025-26	Organize bias-reduction and cultural competence workshops for hiring and admissions committees. Engage with international schools and communities to attract diverse candidates.	01/07/2025	30/06/2026
2026-27	Launch recruitment campaigns targeting underrepresented groups. Provide scholarships and financial aid to support diverse student enrollment. Offer relocation and integration support for new faculty.	01/07/2026	30/06/2027
2027-28	Establish mentorship programs and support networks for newly hired faculty and enrolled students from diverse backgrounds to ensure retention and success.	01/07/2027	30/06/2028
2028-29	Evaluate the effectiveness of diversity initiatives in enriching the educational environment. Gather feedback to refine future recruitment strategies.	01/07/2028	30/06/2029

Persons responsible for conducting each activity
1. HoD of concerned department. 2. HR Department 3. General Manager - Corporate Relations Marketing & Placement
Persons responsible for monitoring each activity & its timely completion
Associate Director Institutional Development

Year wise Activity Plan

Goal 3: Enhancing the Academic Excellence

Activities required to achieve the milestones			
S.No.	Description	Start Date	End Date
1.	Introduce new academic programme in emerging and allied areas of engineering: B.Voc in Emerging Areas UG in Artificial Intelligence PG in Food Technology	1/07/2024	30/06/2029
2.	Establishment of an industrial park with a focus on creating internal internship opportunities.	1/07/2024	30/06/2029
3.	Strengthening partnerships with national / international universities to enhance collaboration and elevate research initiatives and placement opportunities	1/07/2024	30/06/2029
4.	Initiating the establishment of industry-supported laboratories.	1/07/2024	30/06/2029
5.	Creation of MOOC (Massive Open Online Course) offerings by faculty members.	1/07/2024	30/06/2029
6.	Implementing Certificate programs in Emerging Areas	1/07/2024	30/06/2029
7.	Commencing a brief Summer Semester annually and administering special examinations tailored for this period.	1/07/2024	30/06/2029
8.	Implementing inventive assessment methodologies for evaluating students' knowledge, including Open Book Tests, Project-based evaluations, and Choice-based examinations.	1/07/2024	30/06/2029
9.	Internationalization of Academic and Research Activities	01/07/2024	30/06/2029

Activity Wise Yearly Plan

1. Introduce new academic programme in emerging and allied areas of engineering: B.Voc in Emerging Areas UG in Artificial Intelligence PG in Food Technology			
Year	Description	Start Date	End Date
2024-25	B.Voc in Emerging Areas: Develop curriculum and course structure for the B.Voc program, focusing on industry-driven skills in areas such as Data Science, Cybersecurity, Renewable Energy, and IoT. Collaborate with industry experts to identify key areas of demand.	01/07/2025	30/06/2026
2024-25	UG in Artificial Intelligence: Design a specialized undergraduate program in Artificial Intelligence with a focus on machine learning, neural networks, robotics, and AI ethics. Create partnerships with tech companies for internships and R&D projects.	01/07/2025	30/06/2026
2024-25	PG in Food Technology: Establish a master's program focusing on food science, sustainable practices, food safety, and product development. Equip state-of-the-art labs for research and collaborations with the food industry.	01/07/2025	30/06/2026
2025-26	Launch all three programs: Begin admissions and implement course offerings across B.Voc, UG AI, and PG Food Technology programs. Start co-curricular activities, industry internships, and partnerships to strengthen employability.	01/07/2025	30/06/2026
2026-29	Assess the performance of these new programs through feedback from students, faculty, and industry partners. Make necessary adjustments to curricula and improve infrastructure. Plan for expansion or further specialization in these fields.	01/07/2025	30/06/2026

Persons responsible for conducting each activity
1. Dean Academics 2. Associate Dean Academics 3. Hods
Persons responsible for monitoring each activity & its timely completion
Principal

2. Establishment of an industrial park with a focus on creating internal internship opportunities.

Year	Description	Start Date	End Date
2024-26	Construction of infrastructure	01/07/2024	30/06/2026
2024-26	Identification of suitable industries and signing MoUs	01/07/2024	30/06/2026
2025-26	Identification of suitable faculty members and provide training	01/07/2025	30/06/2026
2026-29	Provide internships.	01/07/2026	30/06/2029

Persons responsible for conducting each activity

1. Associate Dean Academics
2. Manger Projects

Persons responsible for monitoring each activity & its timely completion

Chief Digital Officer

3. Strengthening partnerships with national / international universities to enhance collaboration and elevate research initiatives and placement opportunities.

Year	Description	Start Date	End Date
2024-26	Identification of suitable national/ international universities and signing MoUs	01/07/2024	30/06/2026
2026-29	Publication of research articles in collaboration with faculties of national/ international universities and initiate placements and internships	01/07/2026	30/06/2029

Persons responsible for conducting each activity

Dean Research

Persons responsible for monitoring each activity & its timely completion

Principal

4. Initiating the establishment of industry-supported laboratories.

Year	Description	Start Date	End Date
2025-27	Identify suitable Industries and signing MoUs (VLSI, Power Systems and ROS)	01/07/2025	30/06/2027
2025-27	Renovation of infrastructure	01/07/2025	30/06/2027
2025-27	Purchasing required hardware and Software.	01/07/2025	30/06/2027
2026-27	Identifying suitable faculty member and technician.	01/07/2026	30/06/2027
2027-29	Conduct training programmes	01/07/2027	30/06/2029

Persons responsible for conducting each activity
1. HoDs
2. Convenor - Industry-Institute Interaction Cell
Persons responsible for monitoring each activity & its timely completion
Dean Research

5. Creation of MOOC (Massive Open Online Course) offerings by faculty members.			
Year	Description	Start Date	End Date
2024-25	Identify faculty members for developing MOOC courses from each Programme	01/07/2024	30/06/2025
2024-25	Create infrastructure and resources for creating the MOOC Courses	01/07/2024	30/06/2025
2025-29	Provide MOOC Courses	01/07/2025	30/06/2029

Persons responsible for conducting each activity
1. Associate Dean Academics
2. HoDs
Persons responsible for monitoring each activity & its timely completion
Dean Academics

6. Implementing Certificate programs in CAD Tools, Python, and Ansys.			
Year	Description	Start Date	End Date
2024-29	Preparation of Curriculum and syllabus	01/07/2024	30/06/2029
2024-29	Identify a resource person from the concerned programs	01/07/2024	30/06/2025
2025-29	Provide certification programs	01/07/2025	30/06/2029

Persons responsible for conducting each activity
1. Associate Dean Academics
2. HoDs
Persons responsible for monitoring each activity & its timely completion
Dean Academics

7. Commencing a brief Summer Semester annually and administering special examinations tailored for this period.			
Year	Description	Start Date	End Date
2025-29	Introduce summer semester for the courses and conduct special examinations	01/07/2025	30/06/2029

Persons responsible for conducting each activity
1. Associate Dean Academics 2. HoDs
Persons responsible for monitoring each activity & its timely completion
Dean Academics

8. Implementing inventive assessment methodologies for evaluating students' knowledge, including Open Book Tests, Project-based evaluations, and Choice-based examinations.

Year	Description	Start Date	End Date
2024-25	Identify courses from (3 rd semester to 8 th semester) all the programs for each assessment method	01/07/2024	30/06/2025
2025-29	Implement these assessment methods.	01/07/2025	30/06/2029

Persons responsible for conducting each activity
1. Associate Dean Academics 2. HoDs
Persons responsible for monitoring each activity & its timely completion
Dean Academics

9. Internationalization of Academic and Research Activities

Year	Description	Start Date	End Date
2024-25	Student Internships in foreign universities/Industries	01/07/2024	30/06/2025
2025-29	Academic Twinning Programme (UG and PG) with universities in USA, Asia Pacific and Europe	01/07/2025	30/06/2029
2024-29	Joint Research work with Taiwan and Europe	01/07/2024	30/06/2029
2025-29	Organizing International Conference Series	01/07/2025	30/06/2029
2025-29	Joint Ph.D. programme with foreign universities	01/07/2025	30/06/2029
2025-29	International Student Exchange Programme	01/07/2025	30/06/2029
2025-29	Admission of foreign students for PG programmes	01/07/2025	30/06/2029

Persons responsible for conducting each activity
1. Dean Research 2. Dean Academics
Persons responsible for monitoring each activity & its timely completion
Principal

Year wise Activity Plan

Goal 4: Research and Development

Activities required to achieve the milestones			
Sl.No.	Description	Start Date	End Date
1	Establishing Centres of Excellence specializing in <ul style="list-style-type: none"> • Tribology • Robotics • Structural Forensic • Block chain technologies • VLSI & Embedded systems 	01/07/2024	30/06/2029
2	Empower the faculty groups to establish 10 Research Labs leading to 5 Industry-sponsored Centres of Excellence by 2028.	01/07/2024	30/06/2029
3	Providing financial support for research	01/07/2024	30/06/2029
4	Establishing translational and industrial research centers	01/07/2024	30/06/2029
5	Identify and encourage potential undergraduate and graduate students to get involved in research	01/07/2024	30/06/2029

Activity Wise Yearly Plan

1. Establishing Centres of Excellence specializing in <ul style="list-style-type: none"> • Tribology • Robotics • Structural Forensic • Block chain technologies • VLSI & Embedded systems 			
Year	Description	Start Date	End Date
2024-25	Establishing Centres of Excellence specializing in <ul style="list-style-type: none"> • Tribology • Robotics • Structural Forensic • Block chain technologies • VLSI & Embedded systems 	01/07/2025	30/06/2026
2025-26	Renovation of infrastructure and purchase of hardware and software	01/07/2025	30/06/2026
2025-26	Identifying suitable faculty members	01/07/2025	30/06/2026

Persons responsible for conducting each activity

1. Associate Dean Academics
2. HoDs

Persons responsible for monitoring each activity & its timely completion



Dean Research

2. Empower the faculty groups to establish 10 Research Labs leading to 5 Industry-sponsored Centers of Excellence by 2028.

Year	Description	Start Date	End Date
2024-25	Saintgits Research Seed Money Scheme (SRSB)	01/07/2024	30/06/2025
2025-26	Saintgits Research Seed Money Scheme (SRSB)	01/07/2025	30/06/2026
2026-27	Saintgits Research Seed Money Scheme (SRSB)	01/07/2026	30/06/2027
2027-28	Saintgits Research Seed Money Scheme (SRSB)	01/07/2027	30/06/2028
2028-29	Saintgits Research Seed Money Scheme (SRSB)	01/07/2028	30/06/2029

Persons responsible for conducting each activity

Co-convenor – Research and Development Cell

Persons responsible for monitoring each activity & its timely completion

Dean Research

3. Providing financial support for research

Year	Description	Start Date	End Date
2024-25	Research papers published in SCI-indexed journals, SCOPUS-indexed journals, Books, Book Chapters, Patents, MoUs, Funded Projects	01/07/2024	30/06/2025
2025-26	Research papers published in SCI-indexed journals, SCOPUS-indexed journals, Books, Book Chapters, Patents, MoUs, Funded Projects, Consultancy	01/07/2025	30/06/2026
2026-27	Research papers published in SCI-indexed journals, SCOPUS-indexed journals, Books, Book Chapters, Patents, MoUs, Funded Projects, Consultancy, State level competition	01/07/2026	30/06/2027
2027-28	Research papers published in SCI-indexed journals, SCOPUS-indexed journals, Q1/Q2 journals, Books, Book Chapters, Patents, MoUs, Funded Projects, Consultancy, State-level competitions, and National-level competitions.	01/07/2027	30/06/2028
2028-29	Research papers published in SCI-indexed journals, SCOPUS-indexed journals, Q1/Q2 journals, Books, Book Chapters, Patents, MoUs, Funded Projects, Consultancy, State-level competitions, and National-level competitions.	01/07/2028	30/06/2029

Persons responsible for conducting each activity
Co-convenor – Research and Development Cell
Persons responsible for monitoring each activity & its timely completion
Dean Research

4. Establishing translational and industrial research centers			
Year	Description	Start Date	End Date
2024-25	Industry Attachment Program (IAP), Patent Cell with Patent Attorney	01/07/2024	30/06/2025
2025-26	Industry Attachment Program (IAP), Patent Cell with Patent Attorney	01/07/2025	30/06/2026
2026-27	Industry Attachment Program (IAP), Patent Cell with Patent Attorney	01/07/2026	30/06/2027
2027-28	Industry Attachment Program (IAP), Patent Cell with Patent Attorney	01/07/2027	30/06/2028
2028-29	Industry Attachment Program (IAP), Patent Cell with Patent Attorney	01/07/2028	30/06/2029

Persons responsible for conducting each activity
Co-convenor – Research and Development Cell
Persons responsible for monitoring each activity & its timely completion
Dean Research

5. Identify and encourage potential undergraduate and graduate students to get involved in research			
Year	Description	Start Date	End Date
2024-25	Research Intern (RI) scheme for Research Assistant (RA), scheme for postgraduate students, Full time Ph.D. with JRF and SRF scheme	01/07/2024	30/06/2025
2025-26	Research Intern (RI) scheme for Research Assistant (RA), scheme for postgraduate students, Full time Ph.D. with JRF and SRF scheme	01/07/2025	30/06/2026
2026-27	Research Intern (RI) scheme Research Assistant (RA), scheme for postgraduate students, Full time Ph.D. with JRF and SRF scheme	01/07/2026	30/06/2027
2027-28	Research Intern (RI) scheme for Research Assistant (RA), scheme for postgraduate students, Full time Ph.D. with JRF and SRF scheme	01/07/2027	30/06/2028
2028-29	Research Intern (RI) scheme for Research Assistant (RA), scheme for postgraduate students, Full time Ph.D. with JRF and SRF scheme	01/07/2028	30/06/2029

Persons responsible for conducting each activity
Co-convenor – Research and Development Cell
Persons responsible for monitoring each activity & its timely completion
Dean Research

Year wise Activity Plan

Goal 5: Infrastructure

Activities required to achieve the milestones			
S.No.	Description	Start Date	End Date
1	Canteen	01/07/2024	30/06/2026
2	Building for Design School	01/07/2024	30/06/2026
3	Extension to MBA block	01/07/2026	30/06/2028
4	Expansion of Library Building	01/07/2025	30/06/2028
5	Library Resources – books, journals	01/07/2024	30/06/2029

Activity Wise Yearly Plan

1. Canteen			
Year	Description	Start Date	End Date
2024-25	Canteen Phase 1	01/07/2024	30/06/2025
2025-26	Canteen Phase 2	01/07/2025	30/06/2026

Persons responsible for conducting each activity
Project Team
Persons responsible for monitoring each activity & its timely completion
Manager Projects

2. Building for Design School			
Year	Description	Start Date	End Date
2024-25	Design Building Phase 1	01/07/2024	30/06/2025
2025-26	Design Building Phase 2	01/07/2025	30/06/2026

Persons responsible for conducting each activity
Project Team
Persons responsible for monitoring each activity & its timely completion
Head - Project

3. Extension to MBA Block

Year	Description	Start Date	End Date
2025-26	Extension Phase 1	01/07/2025	30/06/2026
2026-27	Extension Phase 2	01/07/2026	30/06/2027
2027-28	Extension Phase 3	01/07/2027	30/06/2028

Persons responsible for conducting each activity

Project Team

Persons responsible for monitoring each activity & its timely completion

Manager Projects

4. Expansion of Library Building

Year	Description	Start Date	End Date
2025-26	Expansion Phase 1	01/07/2025	30/06/2026
2026-27	Expansion Phase 2	01/07/2026	30/06/2027
2027-28	Expansion Phase 3	01/07/2027	30/06/2028

Persons responsible for conducting each activity

Project Team

Persons responsible for monitoring each activity & its timely completion

Manager Projects

5. Library Resources – books, journals

Year	Description	Start Date	End Date
2024-25	Procurement of Books and subscription of journals	01/07/2024	30/06/2025
2025-26	Procurement of Books and renewal of journals	01/07/2025	30/06/2026
2026-27	Procurement of Books and renewal of journals	01/07/2026	30/06/2027
2027-28	Procurement of Books and renewal of journals	01/07/2027	30/06/2028
2028-29	Procurement of Books and renewal of journals	01/07/2028	30/06/2029

Persons responsible for conducting each activity

Library Committee

Persons responsible for monitoring each activity & its timely completion

Principal

Year wise Activity Plan

Goal 6: Identify innovative revenue streams to bolster financial sustainability

Activity Wise Yearly Plan

1. Market research and analysis

Year	Description	Start Date	End Date
2024-29	Conduct market surveys	01/07/2024	30/06/2029
2024-29	Competitive analysis	01/07/2024	30/06/2029
2024-29	Customer insights	01/07/2024	30/06/2029
	Total		

Persons responsible for conducting each activity

General Manager - Corporate Relations Marketing & Placement

Persons responsible for monitoring each activity & its timely completion

Principal

2. Developing new programs and services

Year	Description	Start Date	End Date
2024-29	Continuing Education Programs	01/07/2024	30/06/2029
2024-29	Industry-focused initiatives	01/07/2024	30/06/2029

Persons responsible for conducting each activity

General Manager - Corporate Relations Marketing & Placement

Persons responsible for monitoring each activity & its timely completion

Principal

3. Marketing and promotion

Year	Description	Start Date	End Date
2024-29	Targeted campaigns	01/07/2024	30/06/2029
2024-29	Brand building	01/07/2024	30/06/2029
2024-29	Community engagement	01/07/2024	30/06/2029

Persons responsible for conducting each activity

General Manager - Corporate Relations Marketing & Placement

Persons responsible for monitoring each activity & its timely completion

Principal

IMPLEMENTATION PLAN

The Institute has devised its Institutional Development Plan (IDP) with a primary focus on aligning with the institution's vision and mission, which aims to adapt to the evolving landscape in higher education. The IDP delineates practical and achievable strategic proposals and goals for future implementation.

The key steps encompass:

- Engaging with the local community to emphasize the importance of education and attract student enrollment.
- Implementing the IDP plan post-SWOT analysis, involving stakeholders such as teaching staff, supporting staff, current students, parents, and alumni in the discussion process.
- Holding departmental meetings for formulating new syllabi approved by the Board of Studies, Examination Cell, and Academic Council.
- Submitting detailed proposals for new courses to relevant regulatory bodies for approval.
- Embracing decentralization of authority and delegation of power within the Institute.
- Conducting yearly reviews of programs, budgets, and timelines.
- Incorporating the processing of documentation for the procurement of furniture, software, and equipment as part of the implementation program.
- Achieving the goals and sub-goals outlined in the IDP through the specified activities.
- Establishing realistic goals within the Institute's plans.
- Ensuring that planned activities are executed according to the set timeline.
- Conducting internal audits of budget/expenditure and performance.
- Collecting quarterly feedback for the implementation plan of each activity.
- Reformulating the implementation strategy based on received feedback.
- Facilitating administrative decisions as required.
- Maintaining proper documentation for the procurement of both physical and human resources.
